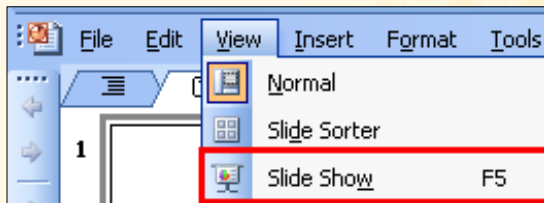




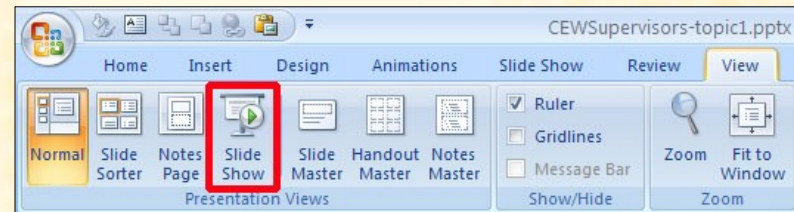
# Instructions

This PowerPoint orientation module is designed to be taken as an interactive, standalone slide show. Click **View>Slide Show** (see screen captures below) if you are not already in Slide Show mode. You are not in Slide Show mode if you see the PowerPoint menu bar and toolbar at the top of the screen.

PowerPoint 2003



PowerPoint 2007



In Slide Show mode, click any of the navigation buttons below for a

**Exit.** Takes you out of Slide Show mode to Normal view. From Normal view, you can close the current presentation or open another topic file.  
**Home.** Takes you to the Home screen.  
**Back.** Goes to the previous screen in sequence within the topic file. On the last screen of a topic, it instructs you to choose another topic.  
**Next.** Goes to the next screen in sequence within the topic file. On the last screen of a topic, it instructs you to choose another topic.  
**Search.** Allows you to search for topics within the presentation.  
**Resources.** Links to resources related to the current screen.  
**Suggestions.** Provides suggestions for the current screen.  
**Print.** Allows you to print the current screen.  
**Close.** Closes the current presentation.

Click anywhere in this box to close the box.





## Topic 3: Policies to Apply

### What Are the Policy Sources for CEW?

[DoD Directive 1404.10](#) (Jan 23, 2009) outlines policy documents leading up to and for a summary and link to each document.

#### Memo from P&R (Aug 25, 2010)

Extends eligibility for certain Foreign Service benefits, allowances, and gratuities to employees on official duty in Pakistan.

[Go to document](#)

Click anywhere in this box to close

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Headquarters around the globe.

[Go to document](#)

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- Outlines performance management requirements
- Ensures Component support for deployments
- Assigns accountability for compliance.

[Go to document](#)

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## Topic 3: Policies to Apply

### What Are the Key Policies that CEW Supervisors Need to Apply?

It is important to understand that all CPMS HR policies remain in effect for a CEW volunteer. CEW is no different from having an employee serving in a different geographical area. Administrative functions specific to the CEW program itself are provided by HR Specialists that serve your organization and CEW program staff.

The most important policies in the [DoDD 1404.10](#) that you need to apply as a home station supervisor are in paragraph 4. **POLICY**

[Release volunteers for deployment in a timely fashion.](#)  
[Return employees back to their home station position after deployment.](#)  
Click each bullet to see the actual text of the document.

- [Return employees back to their home station position after deployment.](#)
- [Value the service of volunteers, including considering them for awards.](#)
- [Support families of volunteers with appropriate information and services.](#)
- [Track and account for the locations and activities of your employees who are volunteers.](#)
- [Refrain from any retaliation because of an employee's interest in service or actual service.](#)
- 



#### Department of Defense DIRECTIVE

NUMBER 1404.10  
23 January 2009

USD(P&R)

SUBJECT: DoD Civilian Expeditionary Workforce

References: See Enclosure 1

1. PURPOSE: This Directive:

#### **i. Support and recognize the DoD Civilian Expeditionary Workforce**

(1) When a DoD civilian employee who is part of the DoD Civilian Expeditionary Workforce is required to deploy away from his or her normal work location, he or she shall be released and allowed to deploy in a timely fashion to meet an expeditionary requirement unless there is a significant negative impact on the mission of his or her home unit.



## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (1 of 6)

Funding for CEW benefits and incentives is provided through Overseas Contingency Operations (OCO), as explained in the previous topic. The table below (continued on the next screen) summarizes the key benefits and incentives. It differentiates between TDY and TCS. To download a copy of the full table, [click here](#).

Description	Taxable	TDY (Any length)	Six Month TCS	One Year TCS
Wavier of Premium Pay Cap	N/A Iraq & Afghanistan	Up to V salary: Provide legislat also an	<p>Either the volunteer or parent agency determines whether the CEW position is a Temporary Change of Station (TCS) or Temporary Duty Assignment (TDY). The main difference is that in a TCS assignment, the volunteer does not get <a href="#">locality pay</a> while deployed, but does receive the <a href="#">post differential and danger pay</a>. The employee resumes their normal locality pay when they return.</p> <p>For TDY assignments, the employee gets their base pay, locality pay, post differential, and danger pay.</p> <p>NOTE: All of the above is true in the majority of cases, but there are exceptions.</p> <p>A <a href="#">Dept of State web site</a> details specific allowance rates for post differential and danger pay.</p> <p>Click anywhere in this box to close</p> <p>Click anywhere in this box to close</p>	
Wavier of Annual Aggregate Limit on Pay	N/A	Yes (NS 2010)		
Post Differential	Yes	After 4: 35%of locality hour w and Af re, Ap 25 sta or		
Danger Pay (DSSR 652.f.)	Yes	In 35 or		







## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (2 of 6)

(continued from previous screen)

Description	Taxable	TDY (Any length)	
<b>Imminent Danger Pay (DSSR 652.g.)</b>	Yes	For employees who accompany U.S. Military forces to designated areas that don't receive danger pay or post differential and first 42 days in countries where authorized other than Iraq & Afghanistan (\$225 per month)	<p><i>Imminent danger pay</i> (really not a Civilian term—but used!), when authorized, is payable to employees on TDY orders for the first 42 days at the post if danger pay (percentage of pay) is not authorized for the location. Since post differential does not begin until day 43 in most locations (except Iraq and Afghanistan currently), there is no conflict with this version of danger pay. In Iraq and Afghanistan, post differential starts on day 43, but is payable retroactively to day 1.</p> <p>Click anywhere in this box to close</p>
<b>Per Diem</b>	No	\$3.50 per day or \$105 per month	
<b><u>Separate Maintenance Allowance (SMA)</u></b>	No	Separate Maintenance Allowance is designed to help offset the costs of maintaining two residences. For the employees sent to Iraq, Afghanistan, or Pakistan, there is no additional residence cost, as food and lodging are provided.	
<b>Relocation Incentives</b>	Yes	Click anywhere in this box to close	Up to 25% of annual salary





## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (3 of 6)

(continued from previous screen)

Description	Taxable	TDY (Any length)	Six Month TCS	One Year TCS
<b>Rest &amp; Recuperation Trips and Administrative Leave</b>	N/A	Same as TCS	Employees who serve 6 or more months but fewer than 12 months are eligible for 1 R&R trip (21 calendar days). Employees must serve a minimum of 60 days in country to be eligible. Up to 10 days of Administrative Leave.	Employees who sign up for 12 consecutive months are eligible for 3 R&R trips (21 calendar days/trip) within the 12 month service period. Employees must serve a minimum of 60 days in country to be eligible. Up to 10 days of Administrative Leave per trip, not to exceed 20 days per year
<b>Home Leave</b>	N/A	15 workdays of paid leave per year. Free travel to U.S. Available After 12 months in Iraq, Afghanistan, or Pakistan	Same as TDY, i.e. must serve for 12 months in Iraq, Afghanistan or Pakistan, and must be scheduled to return after home leave.	Same as TDY





## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (4 of 6)

(continued from previous screen)

Description	Taxable	TDY (Any length)	Six Month TCS	One Year TCS
<b>Leave Accrual</b>	N/A	No change to regular accrual and carryover: 30 days (240 hours)	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.
<b>Federal Group Life Insurance (FGLI) Referred to B&amp;E</b>	No	Enroll in all FGLI options except Option C (family coverage) upon notification of deployment or designation as an emergency essential employee. Can receive FGLI coverage of up to 5 times their salary under Option B.	If designated as EE	If designated as EE
<b>Awards (ex. Global War on Terror Civilian Service Medal)</b>	NA	Medal for service	Medal for service	Medal for service





## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (5 of 6)

(continued from previous screen)

Description	Taxable	TDY (Any length)	Six Month TCS	One Year TCS
<b>Non-temporary Storage (NTS) of Household Goods</b>	N/A	None	At government expense. Eligible, not entitled. NTS stops at the beginning of the second month upon return to US.	At government expense. Eligible, not entitled. NTS stops at the beginning of the second month upon return to the States.
<b>Death Gratuity</b>	No	The greater of \$100,000 or one year's salary at time of death (through 9/30/2011).	Same as TDY	Same as TDY








## Topic 3: Policies to Apply

### What Are the Key Benefits and Incentives for CEW Volunteers? (6 of 6)

A detailed narrative explanation of entitlements and benefits for CEW volunteers is also available.

 Click the document image below to download the complete document, if desired.

If issues arise about any of these items, particularly pay, contact the [CEW program office](#)

#### Narrative Summary of Entitlements and Benefits

The following document is a summary of the entitlements and benefits offered to Federal employees who are on a Temporary Change in Duty Station (TCS) or Temporary Duty (TDY) assignment in Iraq, Afghanistan, and Pakistan, in support of the Civilian Expeditionary Workforce (CEW) Program. Be advised that pay, entitlements, and benefits may vary by location and status (TDY/TCS). CEW employees are eligible for several enhanced forms of compensation, **BUT YOU MUST APPLY** via the *SF-1190 (Foreign Allowances Application, Grant, and Report)* since they are not automatic.

COMPENSATION.....	2
Locality Pay or Local Market Supplement.....	2
Cost of Living Allowances (COLA).....	2
Per Diem.....	4
Danger Pay.....	4
Imminent Danger Pay.....	
Post Differential (Hardship Duty Pay).....	
Imminent Danger Pay (HDP) Environmental Differential Pay (EDP).....	

This is the last screen in this topic. Click the Exit button to exit Slide Show Mode, then close the PowerPoint window. Return to the Topics Menu to launch the next topic.

